CleckShopHub

***Team Members***

Abhishek Poudel

Amulya Shrestha

Biliyas Maharjan

Biraj Shrestha

Shasank Shrestha

Soya Shrestha

Sushan Bhandari

| Version:1.0 **Belbin’s Analysis** Date reviewed: 17/3/2024 | | |
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| Primary role | Abhishek Poudel | Plant |
| Amulya Shrestha | Resource Investigator |
| Biliyas Maharjan | Team Worker |
| Biraj Shrestha | Co-Ordinator |
| Shasank Shrestha | Co-Ordinator |
| Soya Shrestha | Team Worker |
| Sushan Bhandari | Implementer |
| Secondary role | Abhishek Poudel | Resource Investigator |
| Amulya Shrestha | Plant |
| Biliyas Maharjan | Implementer |
| Biraj Shrestha | Complete Finisher |
| Shasank Shrestha | Specialist |
| Soya Shrestha | Monitor Evaluator |
| Sushan Bhandari | Co-Ordinator |
| Least likely role | Abhishek Poudel | Shaper |
| Amulya Shrestha | Shaper |
| Biliyas Maharjan | Monitor Evaluator |
| Biraj Shrestha | Plant |
| Shasank Shrestha | Completer Finisher |
| Soya Shrestha | Shaper |
|  | Sushan  Bhandari | Specialist |
| Do you think the descriptions of these roles are an accurate description of your behaviour in teams? How do you see yourself differently? | Abhishek Poudel | I Think most of the descriptions about the roles that I have chosen are correct. The only way that I see myself differently is I can work more calmly and easily with my team rather than with myself alone. My second role as Resource Investigator also explains me as I think I am more of a supporter that can help others. |
| Amulya Shrestha | Yes, in my opinion these roles accurately represent my individual behavior and skills as I tend to bring a contrasting and different approach in the project. |
| Biliyas Maharjan | Yes, the descriptions of these roles are an accurate description of my behaviour in teams. As I am good at working in a team and getting along with everyone and making sure that plans are executed smoothly and getting tasks done on time.  Despite Monitor Evaluator being my least likely role, I believe I have analytical skills and contribute insights which can assist for overall success of the team. |
| Biraj Shrestha | Yes, the descriptions of these roles are an accurate description of my behavior. The roles of Coordinator and Complete Finisher align well with my strengths in organization, leadership, and attention to detail. I am focusing on enhancing these capabilities further and also working on improving my innovative problem-solving skills to become more adaptable in collaborative environments. |
| Shasank Shrestha | Yes, the roles I mention above are an accurate description of my behaviour in the team. As I am naturally drawn to promoting conversation and ensuring that everyone’s viewpoint is considered, my primary role as Co-Ordinator describes me. My secondary role as Specialist reflects my expertise in certain areas. And finally, I tend to focus more on initiating and completing tasks with minimal errors, which describe my third role as Completer Finisher. |
| Soya Shrestha | Yes, I think the descriptions of these roles are an accurate description of my behavior in the team. I feel that I sometimes lack the courage to confront the group and that I require more time than others to come to more informed conclusions. I do offer impartial input when requested and assist teammates in accomplishing their duties. |
| Sushan Bhandari | Yes, the role I have mentioned above is an accurate description of my behavior in teams. I choose implementer as a primary role, paying attention to detail and good at turning ideas into action. In the secondary role as a coordinator, I can see myself as a person who can guide and motivate others towards common goals while maintaining the composition of my team. Least likely part is specialist because I see myself as a person who prefers to specialize in a specific field rather than taking on board responsibilities within the team. |
| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Abhishek Poudel | The role which I want to develop to enhance myself is Coordinator. This role will help me to develop to clarify myself and be more confident of my ideas for me and my team. |
| Amulya Shrestha | Apart from my selected roles, I might slightly see myself in the role of a Completer Finisher as I try to make no room for errors. |
| Biliyas Maharjan | I would like to develop as a Completer Finisher so that I could carefully review and improve the work, ensuring it meets the highest quality standards. Improving my attention to details and becoming more skilled in this role would enhance my ability to deliver on commitments and contribute to the overall success of the team. |
| Biraj Shrestha | Yes, the role which I would like to dive into is the resource investigator. By getting better at this, I can bring in new ideas and resources from outside, adding fresh energy and perspectives to our team. This will make us more dynamic and quick to adapt, helping us achieve our goals more effectively. |
| Shasank Shrestha | I would like to develop my role as a shaper. As it involves moving forward without losing momentum which can enhance team dynamics. |
| Soya Shrestha | Yes, I think Belbin has certain roles that I would like to explore further as a Plant. I believe that I am not able to think creatively and that I require guidance in order to handle complex problems on my own. |
| Sushan Bhandari | I would like to develop a role as a coordinator because I always wanted to take a lead in resolving problems within the team and always arrange meetings to make sure everyone’s voice is heard to make decisions. |
| What possible situations in the coming months can you identify where you could work on developing these skills? | Abhishek Poudel | My plan for development of the coordinator role involves grasping chances in different team settings to learn to refine my skills for coordination. My drive to this enhancement journey reflects my desire to make contributions to the success of my team. |
| Amulya Shrestha | In the coming months, I could work on these skills when the project requires any new insights and ideas. |
| Biliyas Maharjan | In the upcoming months, I can work on developing my Complete Finisher skills in various situations. I can take charge of a specific task where being detail-oriented is important. I will also team up with colleagues who are strong in these areas to learn from them. |
| Biraj Shrestha | To develop my skills in the coming months, I would like to get involved with my team projects , participate in brainstorming meetings and join new projects. |
| Shasank Shrestha | In upcoming months, I want to like to practice my role by pushing for innovative solutions. Also, I can seek opportunities to take on tasks that require strong implementation skills. |
| Soya Shrestha | I can find myself helping out team members with the knowledge I have. I can find myself approaching tasks strategically to increase productivity and making impartial judgements. |
|  | Sushan Bhandari | In the coming months, I will work on leading team projects, coordinating tasks within specific timelines, and engage in team building activities. |
| Considering your team working, how do you think you could improve your effectiveness in group work and in contributing to the success of teams that you work in? | Abhishek Poudel | To be better in group projects and help the team succeed, I'll work on talking better, listening carefully to others, being flexible with different ways of working, trying out different tasks, and asking for feedback to get better. |
| Amulya Shrestha | I believe that I could further improve the workflow and in group work by being a reliable team worker and communicating effectively. |
| Biliyas Maharjan | To improve effectiveness in group work, I could communicate more openly with my teammates and share each other’s ideas. This would help us work together better. Managing my time better would be important so that I can meet deadlines and help to achieve the team's goal. |
| Biraj Shrestha | To enhance my performance in group work, I will work on my adaptability to be more open to new ideas and new changes which will make me a more valuable team member. |
| Shasank Shrestha | To improve effectiveness in group work and in contributing to the success of my team, I aim to improve my active listening skill, so that I could better understand the perspective of my fellow team members. |
| Soya Shrestha | By putting in a bit longer hour of work and communicating with the team members more frequently and clearly to ensure that we are all on the same page. |
|  | Sushan Bhandari | I could always look for chances to learn and grow to develop my skill set and more significantly contribute to my team goals. |
| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Abhishek Poudel | The analysis showed that my role in the Foundation Project aligns with being a Plant and Resource Investigator. In discussions and presentations, I brought fresh ideas and thorough research. I plan to keep contributing effectively, using my strengths to help the team succeed. |
| Amulya Shrestha | Yes, it seems that the results of this inventory heavily aligns with the way work and function in any sort of group projects and presentations. |
| Biliyas Maharjan | Yes, the results of this inventory match with how I acted in the Foundation Project in my small groups for discussions and presentations. I focused on working well with others and making sure tasks got done on time. I shared my thoughts and ideas with other team members and supported the team's success. |
| Biraj Shrestha | Yes, the inventory matches my role in the foundation project. As a Coordinator, I led the team, organized discussions, and made sure our presentations met our goals. My focus on detail and deadlines ensured our work was of high quality and finished on time. |
| Shasank Shrestha | Yes, the results of the inventory largely align with my role in the Foundation Project's in team. I found myself naturally facilitating discussions as a coordinator and offering my opinions as a specialist. |
| Soya Shrestha | Yes, I think the results of this inventory is consistent with how I worked in the Foundation project as I did assist my teammates in finishing their assignments and provide them with an unbiased evaluation of the work they had completed. I did encounter circumstances where I hesitated to make choices. Additionally, I did panic a bit when under pressure. |
| Sushan Bhandari | Yes, the result of inventory matches my role in this project. As an Implementer paying attention to detail and being good at turning ideas into action helps us to finish projects and presentations on time. |
| How well do you want to contribute to group presentations? | Abhishek Poudel | I truly want to be an active participant in our group presentations, giving my best to the table. I'll provide new ideas, do comprehensive research, and ensure that our delivery is engaging. My goal is to make our presentations more effective on a consistent basis. |
| Amulya Shrestha | I will make the best effort in the team to ensure that the workflow of our team remains smooth and consistent while providing constructive judgements throughout the process. |
| Biliyas Maharjan | I want to do as best as I can for group presentations. I’ll prepare well, speak clearly and support my teammates however I can. |
| Biraj Shrestha | I want to contribute very effectively to group presentations, ensuring that our work is well-organized, engaging, and of high quality, while also bringing in new ideas to enhance our collective output. |
| Shasank Shrestha | I want to significantly contribute to group presentations by providing my valuable insight and ensuring that our combined efforts results in honed and captivating presentation |
| Soya Shrestha | I would like to participate more actively in the group. be able to help teammates with their challenges and be more reliable in completing the tasks I'm given. |
| Sushan Bhandari | I am committed to contributing significantly to group presentations by offering insightful commentary and cooperating with others to make sure our efforts produce a clean and interesting presentation. |

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